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Collective Bargaining Agreements

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1-1-1935

## Retail Clerks' International Association, Local 639, AFL (1935)

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## Retail Clerks' International Association, Local 639, AFL (1935)

### Location

Washington, DC

### Effective Date

1-1-1935

### Expiration Date

1-1-1936

### Union

Retail Clerks' International Association

### Union Local

639

### NAICS

44

### Sector

Private

### Item ID

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### Comments

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members - 35-12-19

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### RETAIL CLERKS' AGREEMENT

THIS AGREEMENT, made this day by and between the Retail Clerks' International Association, affiliated with the American Federation of Labor, by its agent, Local No. 639, of Washington, D. C. which for the purpose of this agreement shall hereinafter be referred to as the ASSOCIATION, or as the party of the first part and ..... whose place of business is located at..... and who, for the purpose of this agreement shall hereinafter be referred to as the party of the second part.

WITNESSETH: That the aforesaid association in consideration of the promises of the party of the second part being faithfully kept and performed, promises and agrees:

FIRST: That it will exert its influence to advance the interests of the party of the second part as an employer of union labor in every legitimate manner, and will enhance the value of the union store card by advertising and distributing printed matter and by visiting the various industrial, civic and labor organizations in the city and advising them to patronize the said party of the second part.

SECOND: That it will loan without cost to the party of the second part, ..... Store Cards, said cards to remain the property of the association, and shall be promptly surrendered by the party of the second part upon the violation of any of the provisions of this agreement hereinafter set forth.

AND, The party of the second part, in consideration of the promises and agreements of the association being faithfully kept and performed, promises and agrees as follows:

FIRST: (a) That a regular clerk shall be one with one year or more experience as a grocery clerk, and has served his apprenticeship, and shall be paid a weekly salary of not less than \$22.50 per week. That there shall be one apprentice in the grocery department for every five regular men, including the manager, in any one store.

(b) That a first clerk, shall be one who assumes the responsibility of manager during the latter's absence, and who also assists him in his regular duties; whose salary shall be not less than \$25.00 per week. If at any time the first man assumes the full responsibility of the manager, he shall receive the full salary of the manager during that period.

(c) That the manager of a store shall receive a minimum salary/ \$32.50 per week, plus a commission of 1% of the gross receipts.

SECOND: That an apprentice shall be designated as one who has not served a probationary term of one year as hereinafter provided; that for the first nine months an apprentice shall receive a minimum salary of \$15.00 per week; and for the remaining three months he shall receive a minimum salary of \$19.00 per week; and not until he has served his apprenticeship of one year shall he be classified as a regular clerk.

THIRD: (a) That in the Provision or Meat Cutting Department a regular meat cutter, or first man, shall receive a minimum salary of \$25.00 per week. That a manager of a Provision or Meat Cutting Department shall receive a minimum salary of \$32.50 per week, plus a commission of 2% of the gross receipts.

(b) That an apprentice in the Provision or Meat Cutting Department shall be designated as one who has not served a probationary term of two years upon the following wage scale; for the first 6 months he shall receive a minimum salary of \$15.00 per week; for the second period of six months he shall receive a minimum salary of \$17.50 per week; for the third period of six months he shall receive a minimum salary of \$20.00 per week; and for the fourth period of six months he shall receive a minimum salary of \$22.50 per week.

(c) That there shall be one apprentice allowed in the Provision or Meat Department for every two regular Meat cutters, including the manager, in any one store.

FOURTH: (a) That all members of said Association employed as managers, or as assistant managers, shall be employed on a weekly basis of six days; that 60½ hours shall constitute and be the maximum number of hours of employment for either managers or assistant managers in any one week; provided, that a manager or assistant manager whether employed in the Grocery or Meat Department is permitted to work 12 hours in any one day during a week except that he is limited to 60½ hours labor per week.

(b) That all other members of said Association whether regular clerks or apprentices or whether they be employed in the Grocery Department or in the Provision or Meat Cutting Department shall be employed not more than 48 hours during a six-day week; except, that they are permitted to work 12 hours in any one day, provided the hours of labor do not exceed 48 hours in any one week.

It is understood and agreed that any employee now receiving a salary above the respective minimum herein specified shall not suffer any reduction in salary during the term of this agreement: provided further, that nothing contained in this agreement shall prevent the payment of a higher salary than the respective minimum provided.

And it is further agreed that the party of the second part desiring to terminate the services of a member of the association where the honesty and integrity of the employee are not at stake, shall so advise the employee one week in advance; and that a member of the association desiring to leave the employ of the party of the second part, shall so advise the employee one week in advance.

And it is further agreed that the party of the second part shall not discharge an employee for belonging to the Retail Clerks' Association No. 639, or for other union activity.

And it is further agreed that each new employee hired by the party of the second part shall be required to report to said association and obtain a union card before entering upon his duties therefore.

And it is mutually understood and agreed that in case of a disagreement or grievance arising under this contract a committee representing the employer or employers and a committee from Local Union No. 639 of the association shall meet to negotiate any disagreement or grievance.

It is further mutually agreed by and between the parties hereto that this agreement shall remain in full force and effect for the period of one year beginning on the date set forth below and in the event written notice is served on one party by the other party within thirty (30) days before the expiration thereof, such agreement shall continue in full force and effect for the succeeding year, and so on indefinitely.

IN TESTIMONY WHEREOF, we herewith set our hand and seal this       day of       , 1935.

The Retail Clerks' International Protective Association,  
by its agent, Local No. 639

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

(Seal)

\_\_\_\_\_  
Party of the Second Part